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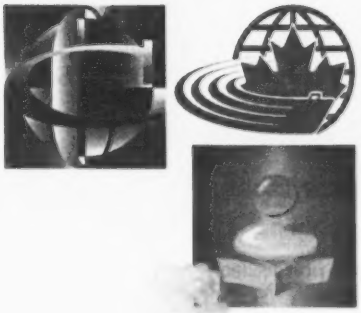
Research Paper

Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Final Report



by Education Finances, Postsecondary Faculty and Tuition Statistics Section

Tourism and the Centre for Education Statistics Division
Main Building, Room 2001, Ottawa, K1A 0T6

Telephone: 1-800-307-3382 Fax: 1-613-951-9040

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Culture, Tourism and the Centre for Education Statistics
Research papers

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Final Report

Education Finances, Postsecondary Faculty and Tuition Statistics Section
Statistics Canada

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Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS)*. Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2007/2008 academic year.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the *Statistics Act* which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that salary information is not shown when a given rank has less than three (3) people and when the mean in a given rank contains less than six (6) people. As well, medians and percentiles are not calculated when there are less than 10 people.

Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from

lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the title *Canadian Universities and Colleges* refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans
- directors equivalent to deans i.e. directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position

however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2007/2008 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Most universities for which information is included here reported their salary scales as final.

Universities included in the following tables:

Memorial University of Newfoundland

University of Prince Edward Island

Acadia University
Acadia Divinity College
Atlantic School of Theology
Université Sainte-Anne
Dalhousie University
Mount St. Vincent University
Nova Scotia College of Art and Design
Sr. Francis Xavier University
Sr. Mary's University
University of King's College
Cape Breton University
Nova Scotia Agricultural College

Mount Allison University
University of New Brunswick
Université de Moncton
Université de Moncton (Campus de Shippagan)
Université de Moncton (Campus d'Edmunston)
St. Thomas University

Bishop's University
McGill University
Université de Montréal
École Polytechnique
École des hautes études commerciales
Université du Québec à Chicoutimi
Université du Québec à Montréal
Université du Québec en Abitibi-Témiscaminque
Université du Québec à Trois-Rivières
Université du Québec en Outaouais
Institut national de la recherche scientifique
Université du Québec à Rimouski
École de technologie supérieure
Télé-université du Québec
Université Laval
Université de Sherbrooke
Concordia University

Brock University
Concordia Lutheran Theological Seminary
Carleton University
University of Guelph
Lakehead University
Laurentian University of Sudbury
Collége universitaire de Hearst
Huntington University
University of Sudbury
Thorneloe University
McMaster University
University of Ottawa
Université de Saint Paul
Queen's University
University of Toronto
University of St. Michael's College
University of Trinity College
Victoria University
Knox College
Trent University
University of Waterloo
St. Jerome's University
Conrad Grebel University
Huron University College
University of Western Ontario
University of Windsor
York University
Wilfred Laurier University
Collège dominicain de philosophie et théologie
Royal Military College
Ryerson University
Redeemer University College
Nipissing University
University of Ontario – Institute of Technology
Ontario College of Art and Design

Brandon University
University of Manitoba
Collège universitaire de Saint-Boniface
Canadian Mennonite University
University of Winnipeg

University of Saskatchewan
College of Emmanuel and Saint Chad
Lutheran Theological Seminary
Saint Thomas More College
University of Regina
Campion College
Luther College

University of Alberta
University of Calgary
Canadian University College
University of Lethbridge
Athabasca University
King's University College
Concordia University College of Alberta
Alliance University College

University of British Columbia
Simon Fraser University
University of Victoria
Trinity Western University
University of Northern British Columbia
Royal Roads University

Table 1

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**284**	**9**	**109,285**	**108,610**	**93,940**	**126,540**
With senior administrative duties	29	6	118,479	113,720	94,680	139,910
Without senior administrative duties	255	3	108,240	108,610	93,940	124,910
Associate professors	**318**	**4**	**90,173**	**87,420**	**77,640**	**103,720**
With senior administrative duties	26	1	97,380	92,985	80,990	123,044
Without senior administrative duties	292	3	89,531	87,420	77,640	103,720
Assistant professors	**258**	**5**	**70,190**	**69,490**	**61,340**	**79,270**
Rank below assistant	**10**	**0**	**56,613**	**56,450**	**53,353**	**59,547**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**1**	**0**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**878**	**11**	**90,610**	**89,050**	**64,600**	**118,390**
Male	579	3	94,147	95,570	66,230	120,020
Female	299	8	83,762	80,900	64,600	106,980
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**237**	**7**	**109,051**	**108,610**	**94,532**	**124,954**
With senior administrative duties	23	5	116,197	114,610	94,680	138,066
Without senior administrative duties	214	2	108,283	108,610	93,940	124,910
Associate professors	**246**	**4**	**91,290**	**89,050**	**77,640**	**103,720**
With senior administrative duties	23	1	98,528	93,420	80,840	127,478
Without senior administrative duties	223	3	90,543	89,050	77,640	103,720
Assistant professors	**200**	**3**	**69,906**	**67,860**	**61,340**	**80,900**
Rank below assistant	**10**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**699**	**8**	**91,204**	**92,310**	**64,600**	**118,390**
Male	466	2	94,696	97,200	66,230	120,020
Female	233	6	84,220	81,140	62,970	110,240
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**35**	**1**	**116,277**	**114,245**	**94,009**	**138,193**
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	32	0	115,046	x	x	x
Associate professors	**90**	**3**	**95,801**	**92,013**	**75,008**	**121,228**
With senior administrative duties	18	2	108,723	106,176	81,256	140,622
Without senior administrative duties	72	1	92,570	88,716	75,008	117,178
Assistant professors	**43**	**7**	**76,711**	**73,734**	**62,202**	**98,754**
Rank below assistant	**21**	**3**	**85,176**	**84,940**	**75,168**	**102,858**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**6**	**0**	**74,073**	**x**	**x**	**x**
All ranks combined (including deans)	**203**	**6**	**94,211**	**89,974**	**70,042**	**122,029**
Male	134	1	97,073	96,293	72,134	123,559
Female	69	5	88,653	79,974	67,168	114,251
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**52**	**3**	**111,832**	**114,729**	**89,659**	**125,601**
With senior administrative duties	13	3	117,813	118,644	102,452	126,659
Without senior administrative duties	39	0	109,838	111,659	89,659	123,659
Associate professors	**72**	**1**	**84,235**	**83,275**	**75,275**	**95,275**
With senior administrative duties	8	1	90,915	x	x	x
Without senior administrative duties	64	0	83,400	x	x	x
Assistant professors	**65**	**0**	**71,842**	**71,611**	**64,411**	**78,811**
Rank below assistant	**11**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**204**	**0**	**86,695**	**81,275**	**66,211**	**119,659**
Male	144	0	88,638	82,608	68,011	121,782
Female	60	0	82,032	78,811	62,530	108,771
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	372	11	119,923	119,563	94,621	145,312
With senior administrative duties	51	8	132,906	130,500	103,706	160,382
Without senior administrative duties	321	3	117,860	117,361	93,978	143,483
Associate professors	294	3	95,977	93,987	79,302	116,614
With senior administrative duties	31	2	111,153	110,657	88,529	135,031
Without senior administrative duties	263	1	94,189	92,529	78,175	112,876
Assistant professors	299	4	79,006	78,237	64,500	95,017
Rank below assistant	28	0	69,370	72,046	55,472	81,255
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,003	8	99,772	95,954	69,412	133,816
Male	627	3	105,395	103,407	71,200	139,970
Female	376	5	90,396	86,065	67,628	117,205
Visiting staff	0	0	0	0	0	0

Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	269	10	122,971	122,488	100,329	145,312
With senior administrative duties	39	7	128,046	128,390	111,039	150,059
Without senior administrative duties	230	3	122,110	121,212	100,009	145,144
Associate professors	214	3	96,702	94,191	82,598	114,688
With senior administrative duties	22	2	111,239	111,427	88,588	133,067
Without senior administrative duties	192	1	95,037	93,136	82,093	110,657
Assistant professors	238	4	77,636	78,207	64,998	87,288
Rank below assistant	26	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	756	8	99,934	94,991	71,242	133,923
Male	465	3	106,326	106,555	72,932	140,532
Female	291	5	89,720	85,417	68,592	115,131
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Mount St. Vincent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	35	4	108,807	111,858	92,795	115,909
With senior administrative duties	10	4	109,278	112,756	99,151	116,509
Without senior administrative duties	25	0	108,618	111,858	90,547	116,735
Associate professors	63	2	89,808	94,442	76,456	95,942
With senior administrative duties	17	1	91,395	95,492	78,345	96,242
Without senior administrative duties	46	1	89,221	94,442	75,782	94,442
Assistant professors	41	2	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	146	2	88,787	94,418	65,509	113,929
Male	57	0	91,697	94,442	65,509	114,049
Female	89	2	86,923	90,932	65,509	113,656
Visiting staff	0	0	0	0	0	0

St. Francis Xavier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	60	6	106,461	105,217	91,587	118,342
With senior administrative duties	13	3	104,873	104,143	91,336	125,187
Without senior administrative duties	47	3	106,900	109,417	92,954	118,342
Associate professors	75	2	83,842	83,822	72,761	95,837
With senior administrative duties	15	0	88,510	89,177	69,782	103,673
Without senior administrative duties	60	2	82,676	82,430	72,761	93,341
Assistant professors	82	4	65,934	64,805	58,485	74,279
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	17	3	x	x	x	x
All ranks combined (including deans)	236	13	82,289	78,924	60,444	110,047
Male	129	4	87,906	89,241	62,405	115,192
Female	107	9	75,516	73,568	60,052	96,524
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	73	5	119,151	121,633	96,373	137,473
With senior administrative duties	10	3	122,624	126,320	95,847	146,599
Without senior administrative duties	63	2	118,599	121,633	96,373	135,804
Associate professors	88	3	91,758	90,411	75,764	112,352
With senior administrative duties	16	1	94,220	92,773	74,990	116,890
Without senior administrative duties	72	2	91,211	90,411	75,764	110,797
Assistant professors	73	1	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	239	5	95,119	93,039	67,276	123,738
Male	156	4	99,808	97,298	69,581	126,680
Female	83	1	86,305	83,088	65,892	119,685
Visiting staff	0	0	0	0	0	0

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	21	1	98,676	97,561	89,581	110,161
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	18	0	x	x	x	x
Associate professors	33	3	80,578	82,030	66,030	94,226
With senior administrative duties	7	3	87,969	x	x	x
Without senior administrative duties	26	0	78,588	x	x	x
Assistant professors	52	1	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	113	1	76,799	68,910	59,410	103,021
Male	71	0	78,750	70,030	57,890	109,338
Female	42	1	73,499	68,910	61,310	97,561
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Mount Allison University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	33	2	119,970	121,773	112,850	121,773
With senior administrative duties	10	2	120,038	121,773	110,124	121,773
Without senior administrative duties	23	0	119,941	121,773	112,850	121,773
Associate professors	56	2	91,234	89,552	78,895	109,380
With senior administrative duties	13	1	91,649	94,509	77,160	105,414
Without senior administrative duties	43	1	91,108	87,074	79,638	109,380
Assistant professors	40	0	x	x	x	x
Rank below assistant	5	1	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	137	2	91,786	87,074	67,246	121,773
Male	78	1	96,993	96,988	69,724	121,773
Female	59	1	84,902	82,117	64,767	121,773
Visiting staff	0	0	0	0	0	0

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	260	16	116,522	117,336	97,069	130,358
With senior administrative duties	44	14	123,560	121,324	110,970	139,862
Without senior administrative duties	216	2	115,088	116,431	96,926	130,358
Associate professors	184	1	90,235	87,877	78,497	106,721
With senior administrative duties	20	0	105,291	109,252	86,950	115,137
Without senior administrative duties	164	1	88,399	86,944	78,497	105,627
Assistant professors	104	5	71,750	72,031	60,550	83,542
Rank below assistant	6	0	81,034	x	x	x
Rank below preceding	28	0	57,671	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	596	8	98,028	97,069	67,650	130,358
Male	382	2	102,516	104,087	72,468	130,358
Female	214	6	90,016	86,219	60,564	121,168
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université de Moncton

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	82	10	110,156	111,288	94,461	120,275
With senior administrative duties	16	9	114,854	116,417	98,474	124,838
Without senior administrative duties	66	1	109,017	109,690	93,504	119,760
Associate professors	87	3	88,862	90,034	75,590	99,067
With senior administrative duties	10	3	92,157	93,051	74,469	102,276
Without senior administrative duties	77	0	88,435	90,034	75,590	98,227
Assistant professors	73	0	73,064	73,468	63,568	81,734
Rank below assistant	12	0	60,563	59,608	48,322	86,808
Rank below preceding	0	0	0	0	0	0
Other teaching staff	17	0	76,306	75,448	54,460	97,149
All ranks combined (including deans)	283	1	90,151	89,829	65,548	117,694
Male	177	1	93,726	93,614	67,528	119,760
Female	106	0	84,180	80,020	59,608	113,852
Visiting staff	0	0	0	0	0	0

St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	23	0	103,819	105,201	78,289	119,802
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	21	0	x	x	x	x
Associate professors	37	1	84,489	85,628	71,189	97,045
With senior administrative duties	12	0	86,816	86,987	72,348	98,445
Without senior administrative duties	25	1	83,372	82,909	70,133	97,045
Assistant professors	47	1	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	111	2	80,460	78,010	58,444	110,220
Male	64	2	82,791	80,101	57,764	117,666
Female	47	0	77,286	77,473	57,900	97,480
Visiting staff	0	1	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

McGill University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**590**	**15**	**134,919**	**130,033**	**105,750**	**169,711**
With senior administrative duties	98	10	158,520	143,713	120,827	218,589
Without senior administrative duties	492	5	130,218	126,288	101,971	162,674
Associate professors	**590**	**8**	**105,136**	**102,656**	**83,305**	**129,981**
With senior administrative duties	73	4	124,696	120,581	96,292	159,143
Without senior administrative duties	517	4	102,374	100,567	82,682	124,077
Assistant professors	**372**	**13**	**84,831**	**83,247**	**66,651**	**99,638**
Rank below assistant	**106**	**2**	**74,851**	**70,251**	**49,713**	**111,186**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**14**	**1**	**87,437**	**71,808**	**57,632**	**147,500**
All ranks combined (including deans)	**1,686**	**25**	**109,850**	**105,519**	**71,956**	**149,958**
Male	1,206	11	113,999	109,489	75,029	155,683
Female	480	14	99,426	96,381	65,062	136,732
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

McGill University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**462**	**13**	**135,882**	**130,266**	**111,977**	**164,569**
With senior administrative duties	75	8	155,358	142,972	121,663	198,366
Without senior administrative duties	387	5	132,107	127,552	110,520	159,962
Associate professors	**520**	**8**	**106,617**	**103,820**	**86,232**	**128,324**
With senior administrative duties	64	4	124,526	120,047	102,619	158,811
Without senior administrative duties	456	4	104,104	102,142	86,081	123,571
Assistant professors	**348**	**13**	**85,088**	**83,541**	**66,651**	**100,515**
Rank below assistant	**105**	**2**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**14**	**1**	**87,437**	**71,808**	**57,632**	**147,500**
All ranks combined (including deans)	**1,461**	**25**	**108,863**	**105,728**	**73,523**	**147,088**
Male	1,009	11	113,288	110,000	79,255	151,091
Female	452	14	98,986	96,280	65,616	135,725
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université de Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	736	8	123,813	117,110	109,279	146,350
With senior administrative duties	91	8	136,621	133,612	117,110	165,236
Without senior administrative duties	645	0	122,006	117,110	107,512	144,154
Associate professors	436	1	98,708	98,202	84,346	111,560
With senior administrative duties	21	1	109,914	108,050	94,476	122,288
Without senior administrative duties	415	0	98,141	97,346	84,346	110,661
Assistant professors	274	0	79,279	77,454	69,620	89,095
Rank below assistant	15	0	57,279	56,360	51,700	67,748
Rank below preceding	0	0	0	0	0	0
Other teaching staff	10	0	80,986	68,330	39,400	198,870
All ranks combined (including deans)	1,480	0	107,421	108,202	76,874	134,104
Male	983	0	110,972	113,640	80,937	140,589
Female	497	0	100,397	99,756	73,974	127,140
Visiting staff	0	0	0	0	0	0

Université de Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	639	6	122,680	117,110	107,512	145,930
With senior administrative duties	79	6	134,603	132,334	115,780	155,558
Without senior administrative duties	560	0	120,998	117,110	107,512	143,057
Associate professors	389	1	97,489	97,056	84,346	108,206
With senior administrative duties	16	1	107,767	106,127	91,217	126,921
Without senior administrative duties	373	0	97,048	96,702	84,346	108,176
Assistant professors	258	0	78,760	76,874	69,620	89,077
Rank below assistant	13	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	10	0	80,986	68,330	39,400	198,870
All ranks combined (including deans)	1,316	0	105,839	105,640	75,717	133,742
Male	853	0	109,166	111,894	79,380	137,350
Female	463	0	99,708	98,202	73,974	127,200
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Bishop's University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	52	3	106,147	105,827	91,751	118,336
With senior administrative duties	0	2	0	0	0	0
Without senior administrative duties	52	1	106,147	105,827	91,751	118,336
Associate professors	34	0	75,744	74,809	68,814	81,325
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	34	0	75,744	74,809	68,814	81,325
Assistant professors	26	2	x	x	x	x
Rank below assistant	2	1	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	118	2	88,432	81,325	64,122	118,336
Male	81	1	91,368	89,145	68,814	118,336
Female	37	1	82,005	78,719	60,994	106,661
Visiting staff	0	0	0	0	0	0

École Polytechnique[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	120	0	125,939	127,468	115,732	131,874
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	115	0	x	x	x	x
Associate professors	53	0	107,674	108,224	94,186	115,829
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	51	0	x	x	x	x
Assistant professors	47	0	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	221	0	113,904	115,829	89,670	131,874
Male	198	0	114,861	117,199	91,285	131,874
Female	23	0	105,667	104,948	86,432	130,405
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

École des hautes études commerciales[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	85	0	133,217	134,013	112,086	156,072
With senior administrative duties	22	0	147,944	145,010	125,900	172,739
Without senior administrative duties	63	0	128,074	130,080	110,558	134,013
Associate professors	77	0	102,417	106,920	90,767	107,310
With senior administrative duties	7	0	116,616	x	x	x
Without senior administrative duties	70	0	100,997	x	x	x
Assistant professors	51	0	82,467	83,465	77,476	87,278
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	213	0	109,931	106,920	81,014	134,013
Male	157	0	110,996	106,920	80,775	135,946
Female	56	0	106,947	106,920	81,014	134,013
Visiting staff	0	0	0	0	0	0

Université du Québec à Chicoutimi[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	70	4	105,594	107,616	94,019	111,235
With senior administrative duties	17	4	111,147	107,672	96,053	131,592
Without senior administrative duties	53	0	103,813	107,616	92,539	107,616
Associate professors	88	6	86,199	85,809	73,956	97,558
With senior administrative duties	24	6	91,697	89,382	76,827	104,372
Without senior administrative duties	64	0	84,137	82,671	73,956	96,437
Assistant professors	42	0	65,361	64,354	58,874	74,125
Rank below assistant	13	0	48,732	45,000	42,000	61,500
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	223	0	87,635	87,744	60,198	107,616
Male	152	0	90,134	93,135	60,198	107,616
Female	71	0	82,287	80,246	60,040	106,776
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université du Québec à Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**381**	**6**	**102,859**	**106,550**	**90,005**	**108,381**
With senior administrative duties	23	6	107,278	109,606	96,614	112,771
Without senior administrative duties	358	0	102,575	106,550	88,240	107,616
Associate professors	**435**	**1**	**85,823**	**86,448**	**73,387**	**96,916**
With senior administrative duties	22	1	94,514	95,328	85,762	102,071
Without senior administrative duties	413	0	85,360	85,170	72,328	96,916
Assistant professors	**125**	**0**	**66,677**	**65,802**	**60,198**	**74,125**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**948**	**0**	**90,269**	**93,641**	**66,790**	**107,616**
Male	605	0	91,819	95,958	69,427	107,616
Female	343	0	87,535	89,066	65,802	107,616
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec en Abitibi-Témiscamingue[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**19**	**0**	**100,025**	**103,417**	**83,561**	**107,616**
With senior administrative duties	6	0	103,382	x	x	x
Without senior administrative duties	13	0	98,477	x	x	x
Associate professors	**41**	**0**	**90,306**	**92,214**	**79,071**	**99,055**
With senior administrative duties	8	0	91,652	x	x	x
Without senior administrative duties	33	0	89,980	x	x	x
Assistant professors	**46**	**0**	**68,025**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**107**	**0**	**82,047**	**82,671**	**60,198**	**103,417**
Male	68	0	84,396	88,125	60,066	103,648
Female	39	0	77,952	74,830	60,198	96,916
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université du Québec à Trois-Rivières[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**111**	**0**	**105,793**	**106,540**	**93,982**	**113,295**
With senior administrative duties	12	0	104,399	105,333	91,302	113,368
Without senior administrative duties	99	0	105,962	106,540	94,917	111,829
Associate professors	**168**	**0**	**89,239**	**89,499**	**75,889**	**98,854**
With senior administrative duties	10	0	92,415	92,289	76,430	103,467
Without senior administrative duties	158	0	89,038	89,499	75,796	98,854
Assistant professors	**50**	**0**	**x**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**330**	**0**	**91,525**	**93,126**	**68,126**	**109,768**
Male	222	0	93,189	94,998	69,478	109,768
Female	108	0	88,105	88,177	65,497	108,681
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec en Outaouais[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**44**	**0**	**108,529**	**110,278**	**93,584**	**119,147**
With senior administrative duties	17	0	115,139	115,954	100,598	133,825
Without senior administrative duties	27	0	104,368	107,140	90,025	111,930
Associate professors	**98**	**0**	**90,343**	**90,903**	**76,618**	**100,405**
With senior administrative duties	21	0	92,965	90,988	80,811	104,758
Without senior administrative duties	77	0	89,627	88,236	76,483	100,405
Assistant professors	**30**	**0**	**67,296**	**66,671**	**59,923**	**76,405**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**173**	**0**	**90,756**	**91,417**	**66,671**	**111,490**
Male	101	0	93,996	96,488	68,171	115,747
Female	72	0	86,210	84,419	66,671	107,932
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Institut national de la recherche scientifique[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**60**	**0**	**108,297**	**108,657**	**98,628**	**108,657**
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	57	0	x	x	x	x
Associate professors	**60**	**1**	**86,516**	**86,210**	**76,830**	**95,107**
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	60	1	86,516	86,210	76,830	95,107
Assistant professors	**34**	**1**	**x**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**155**	**2**	**93,012**	**90,101**	**74,346**	**108,657**
Male	120	1	93,586	90,658	75,163	108,657
Female	35	1	91,045	84,952	69,288	108,657
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec à Rimouski[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**107**	**0**	**100,470**	**102,393**	**87,894**	**107,616**
With senior administrative duties	11	0	103,967	107,423	90,242	117,615
Without senior administrative duties	96	0	100,069	101,887	86,510	107,616
Associate professors	**44**	**0**	**78,912**	**76,744**	**69,180**	**92,214**
With senior administrative duties	7	0	85,661	x	x	x
Without senior administrative duties	37	0	77,635	x	x	x
Assistant professors	**25**	**0**	**x**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**177**	**0**	**89,613**	**93,641**	**64,354**	**107,616**
Male	116	0	93,335	98,398	69,892	107,616
Female	61	0	82,534	81,521	59,139	104,451
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université Laval[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	735	21	112,351	112,281	99,672	130,172
With senior administrative duties	55	21	121,849	119,376	108,821	137,896
Without senior administrative duties	680	0	111,583	112,281	99,561	128,986
Associate professors	321	3	90,578	91,256	79,810	98,792
With senior administrative duties	13	3	103,746	108,792	68,292	126,623
Without senior administrative duties	308	0	90,022	89,907	79,810	98,792
Assistant professors	260	0	76,647	75,195	67,961	87,512
Rank below assistant	36	0	57,384	57,887	45,060	66,104
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,376	0	99,463	101,053	72,701	121,639
Male	973	0	101,825	104,225	73,938	125,910
Female	403	0	93,758	94,015	69,470	112,281
Visiting staff	0	0	0	0	0	0

Université Laval[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	673	19	112,226	112,281	99,672	129,069
With senior administrative duties	47	19	119,726	118,987	108,383	132,102
Without senior administrative duties	626	0	111,663	112,281	99,639	128,983
Associate professors	294	3	90,569	89,907	79,810	98,792
With senior administrative duties	8	3	104,589	x	x	x
Without senior administrative duties	286	0	90,177	89,907	79,810	98,792
Assistant professors	252	0	76,727	75,195	67,961	87,512
Rank below assistant	33	0	58,987	57,887	49,595	66,104
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,274	0	99,126	99,741	72,701	120,093
Male	888	0	101,601	104,225	75,176	125,261
Female	386	0	93,432	93,268	69,735	112,281
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université de Sherbrooke[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**353**	**8**	**115,930**	**115,819**	**104,811**	**128,805**
With senior administrative duties	55	8	120,772	120,250	109,603	133,703
Without senior administrative duties	298	0	115,037	114,686	103,766	126,324
Associate professors	**303**	**0**	**94,716**	**95,526**	**82,403**	**103,112**
With senior administrative duties	19	0	100,625	103,673	85,342	112,039
Without senior administrative duties	284	0	94,321	95,244	82,403	103,112
Assistant professors	**289**	**0**	**76,393**	**76,330**	**67,615**	**84,385**
Rank below assistant	**13**	**0**	**64,878**	**60,315**	**55,475**	**80,130**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**966**	**0**	**97,062**	**98,054**	**72,123**	**119,154**
Male	634	0	101,005	102,758	75,128	125,921
Female	332	0	89,534	84,715	69,619	113,176
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université de Sherbrooke[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**295**	**7**	**117,130**	**117,110**	**105,639**	**131,591**
With senior administrative duties	47	7	121,908	123,438	108,538	134,103
Without senior administrative duties	248	0	116,224	117,110	104,653	126,645
Associate professors	**176**	**0**	**94,974**	**95,244**	**82,403**	**105,419**
With senior administrative duties	13	0	102,497	108,104	84,758	113,919
Without senior administrative duties	163	0	94,375	94,761	82,403	103,112
Assistant professors	**153**	**0**	**78,227**	**78,128**	**69,619**	**84,385**
Rank below assistant	**13**	**0**	**64,878**	**60,315**	**55,475**	**80,130**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**644**	**0**	**101,057**	**103,112**	**75,136**	**126,074**
Male	441	0	104,284	106,235	75,426	126,324
Female	203	0	94,047	93,526	72,061	117,110
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Concordia University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	235	7	123,001	118,756	98,995	151,818
With senior administrative duties	28	7	123,123	118,696	102,234	157,043
Without senior administrative duties	207	0	122,985	118,756	97,286	151,381
Associate professors	338	3	94,732	93,484	76,775	115,518
With senior administrative duties	34	2	102,512	99,513	83,080	133,988
Without senior administrative duties	304	1	93,862	92,583	76,775	114,368
Assistant professors	250	3	71,272	68,165	51,220	92,704
Rank below assistant	83	0	57,198	52,073	48,421	75,916
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	915	4	92,907	91,949	55,189	128,158
Male	602	2	96,691	95,265	57,977	131,102
Female	313	2	85,629	83,229	51,220	116,052
Visiting staff	0	0	0	0	0	0

École de technologie supérieure[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	55	0	116,008	117,493	104,539	125,080
With senior administrative duties	8	0	121,298	x	x	x
Without senior administrative duties	47	0	115,107	x	x	x
Associate professors	60	3	97,692	98,913	81,813	108,425
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	57	3	x	x	x	x
Assistant professors	29	0	82,112	82,671	70,687	91,300
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	144	3	101,550	103,153	78,604	121,595
Male	125	2	102,172	104,176	78,147	121,595
Female	19	1	97,458	98,922	82,671	116,140
Visiting staff	0	1	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	119	8	129,386	124,908	110,176	153,167
With senior administrative duties	29	8	127,659	121,928	112,762	152,923
Without senior administrative duties	90	0	129,942	126,346	109,500	156,281
Associate professors	211	0	108,401	105,428	87,675	135,015
With senior administrative duties	27	0	115,068	116,907	89,603	139,553
Without senior administrative duties	184	0	107,422	104,862	86,990	132,562
Assistant professors	186	1	84,888	79,582	71,590	114,507
Rank below assistant	26	0	75,403	72,752	60,700	92,080
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	550	1	104,421	100,857	73,812	138,309
Male	317	0	109,885	110,081	75,821	147,274
Female	233	1	96,985	93,110	72,924	124,219
Visiting staff	0	0	0	0	0	0

Carleton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	205	9	125,701	127,903	104,524	138,650
With senior administrative duties	30	6	128,367	128,022	108,960	143,200
Without senior administrative duties	175	3	125,244	127,903	104,022	138,650
Associate professors	280	8	106,016	107,750	85,316	126,438
With senior administrative duties	25	0	110,085	112,083	88,648	127,899
Without senior administrative duties	255	8	105,617	106,881	84,097	126,231
Assistant professors	207	3	83,370	81,292	69,132	100,280
Rank below assistant	5	1	x	x	x	x
Rank below preceding	98	2	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	801	17	101,814	101,423	71,554	133,448
Male	528	10	106,634	108,230	75,166	136,212
Female	273	7	92,490	90,158	66,690	122,041
Visiting staff	0	1	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Guelph

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	258	9	124,768	124,720	112,877	136,672
With senior administrative duties	38	8	135,912	135,226	123,487	147,240
Without senior administrative duties	220	1	122,843	123,174	111,012	131,978
Associate professors	291	1	104,895	104,363	90,029	120,092
With senior administrative duties	18	0	122,962	121,870	107,181	136,918
Without senior administrative duties	273	1	103,704	103,074	90,029	118,038
Assistant professors	207	0	86,553	84,976	74,663	100,496
Rank below assistant	6	0	77,170	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	770	2	107,202	105,652	79,829	129,897
Male	528	1	110,144	110,809	84,976	131,022
Female	242	1	100,784	100,445	77,241	126,247
Visiting staff	0	0	0	0	0	0

Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	67	8	120,857	122,715	106,012	133,045
With senior administrative duties	13	6	125,633	121,905	115,656	136,105
Without senior administrative duties	54	2	119,707	122,778	102,494	131,845
Associate professors	127	1	97,148	97,519	79,676	118,390
With senior administrative duties	26	1	102,226	100,474	90,118	120,690
Without senior administrative duties	101	0	95,840	95,584	79,183	116,572
Assistant professors	67	0	79,094	78,581	68,195	91,855
Rank below assistant	17	0	72,733	72,085	58,778	87,000
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	285	2	98,037	96,207	71,441	130,171
Male	195	2	100,774	99,283	73,491	131,845
Female	90	0	92,105	93,451	68,239	120,480
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Laurentian University of Sudbury

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	92	6	133,296	133,825	114,761	152,467
With senior administrative duties	12	5	130,726	129,056	114,121	155,370
Without senior administrative duties	80	1	133,682	134,111	114,948	152,513
Associate professors	117	1	108,600	109,925	87,721	130,409
With senior administrative duties	15	1	111,509	108,087	96,604	130,825
Without senior administrative duties	102	0	108,172	110,868	87,441	131,594
Assistant professors	140	3	82,886	82,597	68,765	99,118
Rank below assistant	27	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	7	0	64,651	x	x	x
All ranks combined (including deans)	389	4	102,234	99,664	70,000	139,408
Male	244	2	106,546	107,170	71,733	142,822
Female	145	2	94,979	91,857	64,390	126,507
Visiting staff	0	0	0	0	0	0

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	80	2	137,938	144,695	116,819	151,782
With senior administrative duties	19	2	138,503	144,695	121,100	154,107
Without senior administrative duties	61	0	137,762	144,695	116,343	149,419
Associate professors	103	4	106,811	104,689	88,588	125,792
With senior administrative duties	23	0	112,862	111,619	97,945	128,430
Without senior administrative duties	80	4	105,072	99,905	88,588	125,556
Assistant professors	77	2	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	266	6	109,343	104,532	79,534	146,428
Male	166	0	114,059	113,980	81,119	147,059
Female	100	6	101,515	96,510	77,497	128,158
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	384	7	135,426	133,356	113,981	159,999
With senior administrative duties	81	4	145,545	141,482	117,676	169,333
Without senior administrative duties	303	3	132,721	130,314	112,362	154,858
Associate professors	418	10	106,091	104,658	91,105	127,567
With senior administrative duties	58	0	120,773	118,117	97,215	137,119
Without senior administrative duties	360	10	103,725	101,156	89,346	125,001
Assistant professors	362	14	82,551	76,983	65,727	107,744
Rank below assistant	30	1	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,198	28	107,701	107,018	69,159	140,865
Male	812	8	111,852	112,251	69,159	144,821
Female	386	20	98,968	95,538	69,159	131,941
Visiting staff	0	0	0	0	0	0

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	265	1	134,953	134,322	114,166	157,553
With senior administrative duties	60	1	140,681	140,976	116,549	162,011
Without senior administrative duties	205	0	133,276	131,962	113,738	153,953
Associate professors	247	7	108,733	108,730	88,161	128,431
With senior administrative duties	29	0	122,749	120,376	105,842	136,901
Without senior administrative duties	218	7	106,868	107,640	87,360	125,821
Assistant professors	201	7	87,957	87,303	61,006	114,207
Rank below assistant	30	1	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	744	15	111,008	112,502	73,434	141,326
Male	503	3	114,512	115,634	79,686	144,867
Female	241	12	103,696	105,124	68,330	134,370
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**366**	**15**	**126,593**	**128,511**	**112,092**	**142,627**
With senior administrative duties	46	9	129,184	132,841	114,330	147,248
Without senior administrative duties	320	6	126,220	128,071	111,455	142,627
Associate professors	**357**	**3**	**102,588**	**103,271**	**91,020**	**118,161**
With senior administrative duties	27	1	109,732	109,580	99,210	121,661
Without senior administrative duties	330	2	102,004	102,875	90,716	118,161
Assistant professors	**375**	**2**	**82,209**	**82,482**	**70,067**	**93,386**
Rank below assistant	**40**	**0**	**64,781**	**64,338**	**60,000**	**71,597**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**13**	**26**	**65,001**	**64,926**	**57,076**	**77,163**
All ranks combined (including deans)	**1,161**	**36**	**102,428**	**100,922**	**70,802**	**137,328**
Male	747	26	105,070	103,762	71,126	141,839
Female	414	10	97,660	93,990	70,056	128,006
Visiting staff	**0**	**26**	**0**	**0**	**0**	**0**

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**297**	**15**	**130,021**	**129,000**	**115,543**	**142,627**
With senior administrative duties	35	9	130,298	132,578	115,579	143,827
Without senior administrative duties	262	6	129,984	128,592	115,382	142,627
Associate professors	**320**	**3**	**104,341**	**103,349**	**91,698**	**118,161**
With senior administrative duties	25	1	x	x	x	x
Without senior administrative duties	295	2	x	x	x	x
Assistant professors	**348**	**2**	**82,392**	**82,593**	**70,222**	**93,387**
Rank below assistant	**39**	**0**	**64,776**	**64,286**	**60,000**	**71,597**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**13**	**25**	**65,001**	**64,926**	**57,076**	**77,163**
All ranks combined (including deans)	**1,027**	**35**	**102,966**	**100,970**	**73,017**	**136,229**
Male	649	25	105,634	103,985	75,462	140,421
Female	378	10	98,385	94,384	71,553	128,326
Visiting staff	**0**	**25**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Queen's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	314	9	132,941	128,965	111,560	158,522
With senior administrative duties	81	8	143,918	135,590	119,820	169,895
Without senior administrative duties	233	1	129,126	126,370	108,095	148,162
Associate professors	283	3	110,407	108,150	93,915	128,341
With senior administrative duties	30	0	119,457	x	x	x
Without senior administrative duties	253	3	109,334	x	x	x
Assistant professors	204	3	97,035	92,475	76,418	124,325
Rank below assistant	11	0	81,971	74,000	69,361	105,376
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	819	8	116,153	115,025	86,320	143,760
Male	526	6	120,277	119,915	90,638	146,664
Female	293	2	108,748	105,970	80,802	135,356
Visiting staff	0	0	0	0	0	0

Queen's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	266	9	131,359	129,150	109,268	155,544
With senior administrative duties	63	8	139,663	134,160	119,242	169,108
Without senior administrative duties	203	1	128,782	126,965	107,727	147,230
Associate professors	257	3	110,397	108,165	93,529	128,726
With senior administrative duties	27	0	118,108	114,765	100,007	144,442
Without senior administrative duties	230	3	109,492	107,878	93,377	126,884
Assistant professors	179	3	96,507	90,795	76,000	125,000
Rank below assistant	11	0	81,971	74,000	69,361	105,376
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	720	8	115,185	114,433	85,044	141,888
Male	456	6	120,026	120,040	89,882	146,270
Female	264	2	106,823	105,720	79,992	133,065
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Toronto

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**936**	**29**	**150,381**	**147,107**	**109,714**	**191,628**
With senior administrative duties	115	24	176,379	168,127	144,353	211,917
Without senior administrative duties	821	5	146,740	144,612	100,860	184,114
Associate professors	**761**	**8**	**115,616**	**115,796**	**59,820**	**149,682**
With senior administrative duties	43	2	142,163	144,125	112,177	168,640
Without senior administrative duties	718	6	114,026	114,860	58,500	145,191
Assistant professors	**603**	**5**	**94,989**	**91,789**	**65,000**	**130,087**
Rank below assistant	**269**	**2**	**92,379**	**92,000**	**70,000**	**115,568**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**2,595**	**18**	**122,159**	**119,312**	**72,908**	**171,992**
Male	1,713	6	127,580	128,391	73,200	180,534
Female	882	12	111,630	106,930	71,029	154,807
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Toronto

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**707**	**27**	**157,566**	**150,431**	**128,470**	**194,111**
With senior administrative duties	94	22	174,055	166,934	142,428	207,369
Without senior administrative duties	613	5	155,037	148,437	126,904	187,069
Associate professors	**574**	**8**	**123,581**	**119,680**	**97,522**	**150,479**
With senior administrative duties	37	2	142,949	143,029	113,197	166,847
Without senior administrative duties	537	6	122,247	118,330	96,828	147,791
Assistant professors	**481**	**5**	**97,944**	**92,067**	**70,200**	**133,635**
Rank below assistant	**254**	**2**	**92,050**	**91,991**	**70,000**	**114,504**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**2,040**	**18**	**126,588**	**123,097**	**82,000**	**174,726**
Male	1,331	6	133,093	131,906	85,174	181,930
Female	709	12	114,375	108,222	76,626	155,410
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Waterloo

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	327	14	137,942	137,189	119,858	157,211
With senior administrative duties	65	6	147,254	146,643	126,899	167,340
Without senior administrative duties	262	8	135,632	135,734	118,264	153,382
Associate professors	302	14	112,636	111,869	91,362	135,401
With senior administrative duties	33	0	123,402	124,375	105,414	144,604
Without senior administrative duties	269	14	111,315	111,221	90,392	133,735
Assistant professors	226	16	87,486	85,865	68,000	107,368
Rank below assistant	75	3	90,652	90,000	66,914	115,304
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	936	41	114,167	114,395	78,785	146,151
Male	708	25	117,267	117,722	81,560	148,666
Female	228	16	104,541	101,695	70,972	138,141
Visiting staff	0	2	0	0	0	0

University of Windsor

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	129	8	134,179	135,836	109,621	157,313
With senior administrative duties	19	8	144,214	141,100	118,340	183,790
Without senior administrative duties	110	0	132,446	134,794	108,872	154,774
Associate professors	185	4	106,766	104,963	88,608	129,185
With senior administrative duties	25	0	114,758	111,146	97,591	134,329
Without senior administrative duties	160	4	105,517	103,311	87,951	128,810
Assistant professors	181	3	83,709	81,666	68,900	96,132
Rank below assistant	24	0	78,210	79,233	66,995	90,912
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	527	7	105,396	100,000	75,350	141,379
Male	339	2	109,711	104,675	77,199	144,761
Female	188	5	97,614	95,480	72,140	122,799
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Western Ontario

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**405**	**10**	**130,681**	**127,094**	**101,320**	**166,720**
With senior administrative duties	84	9	136,156	132,719	106,693	172,143
Without senior administrative duties	321	1	129,249	126,020	100,101	165,577
Associate professors	**412**	**14**	**109,737**	**105,473**	**86,577**	**138,695**
With senior administrative duties	35	4	117,174	112,661	97,230	133,888
Without senior administrative duties	377	10	109,047	104,002	85,951	139,831
Assistant professors	**382**	**15**	**85,525**	**82,030**	**68,217**	**102,105**
Rank below assistant	**93**	**2**	**73,003**	**71,833**	**52,108**	**95,050**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,304**	**29**	**107,323**	**101,869**	**71,839**	**147,807**
Male	919	14	111,085	107,589	72,326	153,013
Female	385	15	98,343	92,184	70,118	133,591
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Western Ontario

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**273**	**9**	**134,408**	**128,316**	**110,927**	**166,093**
With senior administrative duties	40	8	135,243	132,139	114,732	152,847
Without senior administrative duties	233	1	134,265	127,525	110,532	168,583
Associate professors	**340**	**13**	**112,125**	**106,113**	**89,436**	**142,803**
With senior administrative duties	31	4	118,886	112,956	99,732	135,852
Without senior administrative duties	309	9	111,446	105,190	89,234	147,641
Assistant professors	**313**	**15**	**83,845**	**80,000**	**67,926**	**100,380**
Rank below assistant	**92**	**1**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,029**	**27**	**106,698**	**101,622**	**71,650**	**147,344**
Male	694	13	111,244	107,961	72,317	152,600
Female	335	14	97,282	89,946	68,989	131,734
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**303**	**23**	**136,609**	**129,860**	**112,919**	**176,502**
With senior administrative duties	77	9	145,414	134,039	115,393	204,007
Without senior administrative duties	226	14	133,609	129,109	111,660	170,692
Associate professors	**580**	**18**	**116,288**	**113,215**	**93,425**	**144,017**
With senior administrative duties	130	2	118,277	114,996	97,408	146,222
Without senior administrative duties	450	16	115,714	112,269	92,526	143,972
Assistant professors	**456**	**20**	**91,099**	**86,586**	**73,948**	**116,450**
Rank below assistant	**50**	**2**	**87,380**	**85,432**	**69,039**	**106,928**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**48**	**3**	**102,239**	**105,244**	**78,891**	**119,112**
All ranks combined (including deans)	**1,448**	**55**	**111,729**	**108,589**	**80,000**	**145,181**
Male	802	29	116,254	113,351	82,547	154,835
Female	646	26	106,112	103,893	78,858	132,020
Visiting staff	**0**	**9**	**0**	**0**	**0**	**0**

Wilfred Laurier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**109**	**7**	**131,467**	**131,159**	**109,707**	**146,520**
With senior administrative duties	25	7	140,060	141,934	124,638	160,305
Without senior administrative duties	84	0	128,910	126,894	107,400	143,307
Associate professors	**172**	**3**	**103,763**	**101,787**	**82,888**	**125,824**
With senior administrative duties	31	2	117,345	116,529	96,823	139,884
Without senior administrative duties	141	1	100,777	97,737	82,105	123,967
Assistant professors	**171**	**0**	**78,699**	**75,779**	**63,800**	**94,796**
Rank below assistant	**25**	**0**	**73,773**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**8**	**0**	**75,047**	**x**	**x**	**x**
All ranks combined (including deans)	**494**	**1**	**100,008**	**94,016**	**68,506**	**138,085**
Male	293	1	104,910	101,834	70,615	141,759
Female	201	0	92,863	88,963	66,889	124,045
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Royal Military College of Canada[2]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	74	6	119,140	121,821	111,624	124,046
With senior administrative duties	28	6	120,730	121,821	113,647	125,821
Without senior administrative duties	46	0	118,172	121,821	111,085	121,821
Associate professors	44	0	95,750	96,718	85,246	104,814
With senior administrative duties	16	0	98,598	101,266	86,072	105,814
Without senior administrative duties	28	0	94,123	94,168	83,972	101,814
Assistant professors	72	1	77,512	79,418	64,124	84,515
Rank below assistant	7	0	64,148	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	204	0	97,598	96,525	69,416	121,821
Male	179	0	99,520	101,814	72,507	121,821
Female	25	0	83,832	76,870	60,712	121,821
Visiting staff	0	0	0	0	0	0

Ryerson University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	184	6	128,252	127,706	114,103	142,550
With senior administrative duties	23	2	144,528	142,780	128,889	158,222
Without senior administrative duties	161	4	125,927	126,761	113,897	138,537
Associate professors	246	3	107,770	107,547	91,871	123,108
With senior administrative duties	25	2	121,871	123,335	106,539	132,894
Without senior administrative duties	221	1	106,175	105,030	91,582	119,471
Assistant professors	218	7	87,869	87,268	76,388	99,959
Rank below assistant	61	2	78,978	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	8	2	119,450	x	x	x
All ranks combined (including deans)	722	15	105,181	102,844	78,753	131,759
Male	426	7	108,110	108,075	80,818	133,686
Female	296	8	100,967	98,221	76,470	127,797
Visiting staff	0	1	0	0	0	0

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0 true zero or a value rounded to zero

2. Estimate.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Nipissing University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	9	0	113,488	x	x	x
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	7	0	113,167	x	x	x
Associate professors	22	0	97,946	99,296	79,184	108,388
With senior administrative duties	7	0	97,101	x	x	x
Without senior administrative duties	15	0	98,341	x	x	x
Assistant professors	111	2	78,908	79,075	68,978	86,466
Rank below assistant	5	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	3	0	x	x	x	x
All ranks combined (including deans)	150	2	82,547	80,883	67,590	108,378
Male	88	1	84,952	81,372	67,590	110,115
Female	62	1	79,134	79,075	67,590	93,158
Visiting staff	0	1	0	0	0	0

University of Ontario – Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	15	8	126,161	119,827	105,293	151,614
With senior administrative duties	3	8	x	x	x	x
Without senior administrative duties	12	0	x	x	x	x
Associate professors	20	0	106,205	104,585	93,054	119,837
With senior administrative duties	1	0	x	x	x	x
Without senior administrative duties	19	0	x	x	x	x
Assistant professors	64	0	89,418	88,764	75,624	102,082
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	0	103,374	95,348	80,000	143,541
Male	70	0	108,027	99,679	84,211	145,979
Female	37	0	94,571	89,382	72,600	123,752
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**406**	**28**	**127,963**	**127,916**	**103,492**	**140,763**
With senior administrative duties	79	21	133,683	129,990	108,550	142,625
Without senior administrative duties	327	7	126,581	126,901	103,401	136,016
Associate professors	**365**	**6**	**95,747**	**92,675**	**77,978**	**107,052**
With senior administrative duties	40	2	104,396	102,561	87,463	127,268
Without senior administrative duties	325	4	94,683	90,419	77,296	105,282
Assistant professors	**329**	**5**	**80,173**	**74,607**	**64,000**	**95,716**
Rank below assistant	**13**	**0**	**69,914**	**65,462**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,137**	**15**	**103,787**	**97,687**	**68,426**	**134,827**
Male	775	11	108,684	104,436	70,316	135,747
Female	362	4	93,303	87,161	66,382	124,481
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**300**	**23**	**125,551**	**128,609**	**105,617**	**135,888**
With senior administrative duties	54	19	127,558	129,895	111,850	139,595
Without senior administrative duties	246	4	125,110	128,008	103,492	135,459
Associate professors	**293**	**5**	**91,346**	**90,197**	**77,221**	**105,104**
With senior administrative duties	31	2	99,768	99,436	84,503	115,387
Without senior administrative duties	262	3	90,350	88,289	76,806	104,813
Assistant professors	**240**	**3**	**75,088**	**x**	**x**	**x**
Rank below assistant	**9**	**0**	**65,462**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**864**	**9**	**99,849**	**95,849**	**67,870**	**133,996**
Male	595	6	104,217	103,492	68,810	134,807
Female	269	3	90,187	86,809	66,167	121,088
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**37**	**3**	**108,802**	**112,934**	**93,621**	**122,344**
With senior administrative duties	11	3	110,507	116,693	94,731	122,344
Without senior administrative duties	26	0	108,080	112,692	91,368	122,344
Associate professors	**44**	**3**	**86,348**	**81,343**	**75,543**	**101,052**
With senior administrative duties	16	3	88,164	82,888	77,166	105,140
Without senior administrative duties	28	0	85,310	81,343	75,450	101,052
Assistant professors	**59**	**2**	**67,706**	**66,025**	**59,577**	**77,728**
Rank below assistant	**12**	**0**	**53,088**	**53,973**	**46,149**	**57,287**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**158**	**2**	**83,388**	**77,862**	**57,763**	**117,750**
Male	99	0	88,738	82,503	59,798	122,344
Female	59	2	74,411	74,611	54,635	99,559
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Winnipeg

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**74**	**3**	**108,498**	**111,737**	**91,840**	**118,208**
With senior administrative duties	16	3	108,922	111,338	94,021	120,481
Without senior administrative duties	58	0	108,381	112,582	90,692	118,208
Associate professors	**80**	**1**	**82,232**	**81,576**	**69,571**	**95,409**
With senior administrative duties	11	1	88,959	92,088	79,638	96,450
Without senior administrative duties	69	0	81,159	79,975	69,415	95,413
Assistant professors	**84**	**0**	**65,001**	**63,908**	**58,768**	**74,169**
Rank below assistant	**6**	**0**	**52,726**	**x**	**x**	**x**
Rank below preceding	**45**	**0**	**67,181**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**293**	**0**	**81,664**	**77,123**	**58,768**	**116,058**
Male	182	0	85,390	79,560	60,471	118,208
Female	111	0	75,555	71,623	57,142	103,168
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Saskatchewan

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	373	24	130,106	125,528	106,349	156,986
With senior administrative duties	73	14	135,986	131,570	111,327	152,020
Without senior administrative duties	300	10	128,675	123,212	104,261	158,582
Associate professors	326	16	105,252	98,517	87,478	156,463
With senior administrative duties	24	2	115,953	106,817	96,410	176,640
Without senior administrative duties	302	14	104,401	97,662	86,757	155,746
Assistant professors	249	23	89,978	81,776	71,806	144,988
Rank below assistant	9	1	64,447	x	x	x
Rank below preceding	4	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	975	51	111,377	102,478	77,580	154,107
Male	660	29	114,572	107,490	79,561	155,334
Female	315	22	104,683	98,517	73,766	151,346
Visiting staff	0	0	0	0	0	0

University of Saskatchewan

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	248	18	124,793	125,364	103,993	144,836
With senior administrative duties	47	12	128,586	129,803	112,823	143,767
Without senior administrative duties	201	6	123,906	123,152	102,252	144,943
Associate professors	215	10	97,051	97,640	88,126	104,458
With senior administrative duties	18	1	106,226	105,890	95,748	119,382
Without senior administrative duties	197	9	96,213	97,629	87,861	102,673
Assistant professors	179	6	79,622	79,815	71,337	88,529
Rank below assistant	9	1	64,447	x	x	x
Rank below preceding	4	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	666	25	103,234	100,049	75,453	134,483
Male	449	15	106,455	101,113	77,688	136,807
Female	217	10	96,570	92,372	72,765	127,094
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Regina

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	82	5	115,164	116,168	101,962	126,621
With senior administrative duties	17	5	122,019	122,335	109,618	134,419
Without senior administrative duties	65	0	113,371	116,167	98,855	122,555
Associate professors	123	5	89,187	88,108	78,862	100,825
With senior administrative duties	22	5	98,438	100,119	82,995	107,018
Without senior administrative duties	101	0	87,172	86,950	77,701	95,851
Assistant professors	96	1	72,074	72,381	63,132	79,316
Rank below assistant	25	0	x	x	x	x
Rank below preceding	78	0	62,954	64,938	48,505	73,639
Other teaching staff	3	0	x	x	x	x
All ranks combined (including deans)	417	1	85,046	79,316	60,243	118,835
Male	263	0	88,899	84,465	60,862	120,984
Female	154	1	78,466	72,381	57,766	111,958
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**767**	**26**	**138,051**	**132,135**	**108,982**	**171,860**
With senior administrative duties	101	14	150,148	145,706	118,036	185,262
Without senior administrative duties	666	12	136,216	129,838	107,850	170,725
Associate professors	**454**	**13**	**101,167**	**99,093**	**83,738**	**116,924**
With senior administrative duties	29	2	113,864	108,448	84,749	169,462
Without senior administrative duties	425	11	100,301	98,375	83,571	115,929
Assistant professors	**326**	**15**	**x**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,564**	**38**	**116,305**	**110,145**	**77,447**	**159,588**
Male	1,086	13	121,048	115,906	79,753	165,524
Female	478	25	105,527	102,397	73,515	143,488
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**629**	**22**	**135,877**	**130,329**	**107,876**	**166,785**
With senior administrative duties	80	13	148,371	145,018	117,947	179,874
Without senior administrative duties	549	9	134,056	128,653	107,583	165,571
Associate professors	**397**	**10**	**100,858**	**98,216**	**83,186**	**117,021**
With senior administrative duties	24	2	112,282	106,190	83,938	170,178
Without senior administrative duties	373	8	100,123	97,549	83,181	116,272
Assistant professors	**307**	**13**	**82,322**	**77,958**	**64,623**	**98,833**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,348**	**30**	**114,042**	**108,153**	**76,623**	**156,799**
Male	917	10	118,716	112,889	78,668	161,416
Female	431	20	104,098	100,686	72,706	141,299
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	609	30	146,809	137,789	110,852	189,871
With senior administrative duties	107	19	165,923	156,849	115,367	230,465
Without senior administrative duties	502	11	142,734	135,641	109,857	180,417
Associate professors	499	25	113,846	105,035	88,057	138,412
With senior administrative duties	51	0	113,612	112,977	92,651	146,564
Without senior administrative duties	448	25	113,873	104,313	87,376	134,559
Assistant professors	350	25	94,928	84,281	73,690	114,267
Rank below assistant	154	5	82,789	81,157	57,310	108,946
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,630	67	119,958	109,815	79,006	171,245
Male	1,111	27	126,706	115,041	82,821	180,156
Female	519	40	105,511	95,541	73,800	142,037
Visiting staff	0	0	0	0	0	0

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	402	27	136,669	133,228	109,131	173,956
With senior administrative duties	65	19	144,697	141,859	112,512	192,874
Without senior administrative duties	337	8	135,120	132,240	108,320	168,997
Associate professors	346	18	102,836	100,237	85,507	123,032
With senior administrative duties	41	0	111,394	107,421	92,217	146,564
Without senior administrative duties	305	18	101,685	99,684	85,231	120,542
Assistant professors	218	11	84,067	82,956	72,519	94,973
Rank below assistant	150	5	82,724	80,697	56,597	109,616
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,134	43	109,875	104,713	76,377	152,314
Male	739	23	116,419	110,764	81,000	159,603
Female	395	20	97,633	91,668	71,001	131,962
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	23	3	128,859	127,765	109,779	151,117
With senior administrative duties	7	3	121,814	x	x	x
Without senior administrative duties	16	0	131,942	x	x	x
Associate professors	48	6	97,845	99,682	84,814	108,101
With senior administrative duties	7	6	101,208	x	x	x
Without senior administrative duties	41	0	97,271	x	x	x
Assistant professors	51	0	74,694	74,542	64,557	80,438
Rank below assistant	0	0	0	0	0	0
Rank below preceding	31	0	73,160	74,838	60,480	82,240
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	162	0	91,429	84,072	68,610	127,074
Male	84	0	97,388	93,164	68,240	137,095
Female	78	0	85,011	80,438	68,966	106,916
Visiting staff	0	0	0	0	0	0

University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	72	6	136,074	131,650	106,636	167,336
With senior administrative duties	7	4	169,976	x	x	x
Without senior administrative duties	65	2	132,423	x	x	x
Associate professors	124	4	105,225	101,706	83,748	132,785
With senior administrative duties	10	0	132,946	129,072	111,770	157,760
Without senior administrative duties	114	4	102,793	100,177	83,168	127,740
Assistant professors	118	7	77,879	76,864	63,239	95,586
Rank below assistant	11	1	75,643	84,030	51,763	97,346
Rank below preceding	90	4	x	x	x	x
Other teaching staff	1	1	x	x	x	x
All ranks combined (including deans)	420	19	95,714	87,004	63,802	137,873
Male	259	7	101,065	92,824	65,379	145,300
Female	161	12	87,107	81,995	63,037	123,118
Visiting staff	0	1	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**838**	**15**	**146,422**	**136,110**	**111,802**	**194,931**
With senior administrative duties	58	15	166,716	150,481	129,062	229,847
Without senior administrative duties	780	0	144,913	134,395	111,413	189,934
Associate professors	**716**	**1**	**110,607**	**102,445**	**91,787**	**134,933**
With senior administrative duties	24	1	132,478	121,818	105,601	183,422
Without senior administrative duties	692	0	109,848	101,445	91,787	132,943
Assistant professors	**621**	**0**	**96,823**	**90,189**	**75,000**	**123,975**
Rank below assistant	**82**	**0**	**93,544**	**89,859**	**78,676**	**111,629**
Rank below preceding	**58**	**0**	**77,304**	**75,663**	**64,914**	**94,162**
Other teaching staff	**91**	**0**	**76,975**	**75,679**	**57,614**	**99,198**
All ranks combined (including deans)	**2,422**	**0**	**117,597**	**107,225**	**80,123**	**165,205**
Male	1,629	0	122,856	113,359	82,756	174,312
Female	793	0	106,793	97,314	76,847	142,915
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**587**	**11**	**140,617**	**133,240**	**112,611**	**178,010**
With senior administrative duties	48	11	161,318	148,279	126,592	211,129
Without senior administrative duties	539	0	138,773	131,976	112,124	171,480
Associate professors	**572**	**1**	**104,987**	**100,944**	**91,787**	**125,017**
With senior administrative duties	19	1	121,315	114,459	104,605	150,751
Without senior administrative duties	553	0	104,426	100,394	91,787	122,431
Assistant professors	**447**	**0**	**93,075**	**89,785**	**78,532**	**113,211**
Rank below assistant	**71**	**0**	**93,171**	**87,702**	**78,260**	**112,430**
Rank below preceding	**43**	**0**	**77,942**	**75,319**	**65,712**	**94,628**
Other teaching staff	**85**	**0**	**77,064**	**75,679**	**57,807**	**99,654**
All ranks combined (including deans)	**1,817**	**0**	**111,932**	**104,544**	**81,106**	**152,004**
Male	1,190	0	117,200	111,154	84,444	158,806
Female	627	0	101,934	95,855	76,724	132,280
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**290**	**10**	**128,192**	**124,199**	**107,734**	**156,483**
With senior administrative duties	42	7	130,101	129,012	112,159	146,298
Without senior administrative duties	248	3	127,868	124,199	106,767	158,384
Associate professors	**236**	**4**	**102,653**	**97,621**	**87,931**	**120,502**
With senior administrative duties	21	1	113,577	105,854	98,833	165,255
Without senior administrative duties	215	3	101,586	95,678	87,338	119,545
Assistant professors	**271**	**5**	**85,438**	**81,945**	**68,212**	**109,759**
Rank below assistant	**3**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**116**	**0**	**x**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**923**	**12**	**102,874**	**99,457**	**70,694**	**136,421**
Male	611	6	107,073	105,452	73,142	142,418
Female	312	6	94,653	92,861	68,318	121,382
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Victoria

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**242**	**13**	**119,338**	**118,112**	**98,893**	**141,351**
With senior administrative duties	43	8	128,537	125,738	107,578	156,245
Without senior administrative duties	199	5	117,350	115,930	98,308	135,603
Associate professors	**204**	**3**	**95,701**	**94,216**	**80,422**	**112,850**
With senior administrative duties	27	3	103,514	102,098	91,674	121,962
Without senior administrative duties	177	0	94,509	92,920	79,571	111,782
Assistant professors	**206**	**4**	**76,151**	**74,227**	**64,204**	**90,640**
Rank below assistant	**8**	**0**	**67,637**	**x**	**x**	**x**
Rank below preceding	**51**	**0**	**75,072**	**73,452**	**63,514**	**92,696**
Other teaching staff	**11**	**0**	**85,344**	**x**	**x**	**x**
All ranks combined (including deans)	**732**	**10**	**96,969**	**94,295**	**67,712**	**128,172**
Male	444	8	101,818	99,336	70,008	132,846
Female	288	2	89,492	88,748	66,985	114,816
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (concluded)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Trinity Western University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	19	5	78,231	77,241	65,499	95,000
With senior administrative duties	12	5	81,107	x	x	x
Without senior administrative duties	7	0	73,300	x	x	x
Associate professors	37	3	67,201	66,027	60,281	80,686
With senior administrative duties	15	3	68,570	66,426	57,270	83,902
Without senior administrative duties	22	0	66,268	65,769	61,453	71,112
Assistant professors	54	1	55,769	56,305	47,308	63,095
Rank below assistant	14	0	39,584	39,489	35,269	47,399
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	133	0	62,548	61,630	42,239	80,728
Male	89	0	66,010	65,499	46,411	83,405
Female	44	0	55,545	57,263	39,489	67,718
Visiting staff	0	0	0	0	0	0

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	34	3	100,348	95,512	83,764	118,768
With senior administrative duties	7	3	102,395	x	x	x
Without senior administrative duties	27	0	99,817	x	x	x
Associate professors	74	3	79,699	79,572	71,583	87,463
With senior administrative duties	12	1	81,853	81,345	73,833	95,507
Without senior administrative duties	62	2	79,282	79,449	71,158	87,192
Assistant professors	64	2	67,211	67,334	58,552	73,196
Rank below assistant	10	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	186	4	78,766	75,533	62,329	98,243
Male	119	2	81,070	78,512	64,663	105,466
Female	67	2	74,675	72,686	56,771	91,663
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 2
Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Memorial University[1]						
Minimum		80,900	67,860	58,080	48,300	0
Maximum		128,170	103,720	72,750	56,450	0
Annual increment		1,630	1,630	1,630	1,630	0
University of Prince Edward Island						
Minimum		89,615	71,168	55,063	47,051	0
Maximum		120,341	103,203	78,598	60,126	0
Annual increment		2,615	2,615	2,615	6,215	0
Acadia University						
Minimum		85,659	71,275	57,211	45,730	0
Maximum		123,659	95,275	78,811	62,530	0
Annual increment		2,000	2,000	2,000	1,400	0
Acadia Divinity College						
Minimum		67,600	54,600	51,100	39,755	0
Maximum		88,820	71,735	67,137	59,074	0
Annual increment	%	4.00	4.00	4.00	4.00	0
Atlantic School of Theology						
Minimum		68,750	63,750	54,750	0	0
Maximum		82,750	75,750	66,750	0	0
Annual increment		2,750	2,750	2,750	0	0
Université Sainte-Anne						
Minimum		68,370	55,810	44,820	40,110	0
Maximum		98,200	85,640	74,650	44,820	0
Annual increment		2,316	2,316	2,316	2,316	0
Additional increment		1,570	1,570	1,570	1,570	0
Mount Saint Vincent University						
Minimum		86,950	67,463	54,268	51,061	0
Maximum		113,929	94,442	72,254	55,558	0
Annual increment		2,248	2,248	2,248	2,248	0
Nova Scotia College of Art and Design						
Minimum		82,912	69,073	54,104	50,721	0
Maximum		113,054	97,061	75,634	55,027	0
Annual increment		2,153	2,153	2,153	2,153	0
St. Francis Xavier University						
Minimum		84,218	66,581	54,566	46,727	0
Maximum		118,342	96,451	73,182	50,646	0
Annual increment		2,100	2,060	1,959	1,959	0
Saint Mary's University						
Minimum		91,190	70,880	58,053	50,307	0
Maximum		121,633	97,125	73,039	55,224	0
Annual increment						
Minimum		2,305	1,153	1,831	1,943	0
Maximum		2,612	2,306	2,443	2,592	0
University of King's College						
Minimum		74,097	64,162	53,727	47,766	41,101
Maximum		136,903	110,670	86,621	74,422	69,437
Annual increment		1,987	1,987	1,987	1,987	1,881

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Cape Breton University						
Minimum		84,961	64,030	51,810	42,366	0
Maximum		112,261	94,030	68,910	52,726	0
Annual increment		2,100	2,000	1,900	1,480	0
Nova Scotia Agricultural College[1]						
Minimum		78,300	63,100	55,000	43,500	0
Maximum		107,000	88,300	72,400	53,500	0
Annual increment		1,500	1,900	2,200	1,700	0
Mount Allison University						
Minimum		89,552	69,724	57,332	46,179	0
Maximum		121,773	109,380	89,552	67,246	0
Annual increment		2,479	2,479	2,479	2,479	0
University of New Brunswick						
Minimum		89,835	72,467	58,003	51,378	0
Maximum		130,358	106,721	88,388	65,573	0
Annual increment	%	3.5	3.5	3.5	3.5	0
Additional increment		2,385	2,385	2,385	2,385	0
Université de Moncton						
Minimum		85,348	69,508	57,628	41,788	0
Maximum		120,805	98,695	78,595	60,505	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Université de Moncton (Campus de Shippagan)[1]						
Minimum		78,220	63,595	50,920	41,170	0
Maximum		115,270	93,820	74,320	56,770	0
Annual increment		0	0	0	0	0
Université de Moncton (Campus d'Edmunston)[1]						
Minimum		74,239	59,614	46,939	37,189	0
Maximum		113,239	91,789	82,039	54,739	0
Annual increment		0	0	0	0	0
St. Thomas University						
Minimum		91,835	71,746	57,397	48,997	0
Maximum		124,593	102,197	80,350	66,559	0
Annual increment		0	0	0	0	0
Bishop's University						
Minimum		86,539	68,814	53,696	43,269	0
Maximum		118,336	103,221	76,112	56,823	0
Annual increment[2]		0	0	0	0	0
McGill University						
Minimum		85,000	70,000	60,000	46,000	0
Maximum		...	...	...	...	0
Annual increment[3]						
Minimum	%	1.3	1.3	1.3	1.3	0
Maximum	%	3.2	3.2	3.2	3.2	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Université de Montreal						
Minimum						
Medical/dental		102,322	89,720	76,038	52,878	0
Non medical/dental		86,898	69,908	59,456	49,042	0
Maximum						
Medical/dental		123,716	112,392	88,936	62,610	0
Non medical/dental		117,110	103,110	84,384	56,914	0
Annual increment[2]						
Medical/dental	%	3.5	3.5	3.5	3.5	0
Non medical/dental	%	3.5	3.5	3.5	3.5	0
École Polytechnique						
Minimum		103,992	84,101	60,799	0	0
Maximum		131,874	115,829	95,535	0	0
Annual increment[2]	%	2.0	2.0	2.0	0	0
École des hautes études commerciales						
Minimum		98,030	84,257	75,203	47,947	0
Maximum		134,013	106,920	87,278	52,428	0
Annual increment[2]	%	2.3	2.3	2.3	2.3	0
Université du Québec à Chicoutimi						
Minimum[4]		79,923	66,169	56,312	43,509	0
Maximum[4]		107,616	96,916	74,125	71,297	0
Annual increment[2]	%	2.0	2.0	2.0	2.0	0
Université du Québec à Montréal						
Minimum		79,923	66,169	56,312	43,509	0
Maximum		107,616	96,916	74,125	48,027	0
Annual increment[2]	%	2.0	2.0	2.0	2.0	0
Université du Québec en Abitibi-Témiscamingue						
Minimum[4]		80,722	66,831	56,875	48,994	0
Maximum[4]		121,595	108,425	89,257	53,557	0
Annual increment[2,4]						
Minimum	%	2.0	2.0	2.0	13.8	0
Maximum	%	3.0	3.0	3.0	14.9	0
Université du Québec à Trois Rivières						
Minimum		81,521	67,492	57,438	44,379	0
Maximum		109,768	98,854	75,608	48,988	0
Annual increment[2]	%	4.0	4.0	4.0	4.0	0
Université du Québec en Outaouais						
Minimum		82,800	68,551	58,339	49,000	0
Maximum		111,490	100,405	76,794	53,000	0
Annual increment[2,3]						
Minimum	%	5.7	5.7	5.7	14.4	0
Maximum	%	5.7	5.7	5.7	14.9	0
École nationale d'administration publique						
Minimum		79,923	66,169	56,312	43,509	0
Maximum		107,616	96,916	74,125	48,027	0
Annual increment[2]	%	2.0	2.0	2.0	2.0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Institut national de la recherche scientifique						
Minimum		78,883	67,210	57,309	0	0
Maximum		108,657	95,107	74,909	0	0
Annual increment[2]	%	2.0	2.0	2.0	0	0
Université du Québec à Rimouski						
Minimum		79,923	66,169	56,312	43,509	0
Maximum		107,616	96,916	74,125	48,027	0
Annual increment[2]	%	2.0	2.0	2.0	2.0	0
École de technologie supérieure						
Minimum[4]		91,900	66,169	56,312	43,509	0
Maximum[4]		121,595	108,425	89,257	48,027	0
Annual increment[2,4]	%	2.0	2.0	2.0	2.0	0
Télé-université						
Minimum		79,923	66,169	56,312	43,509	0
Maximum		107,616	96,916	74,125	48,027	0
Annual increment[2]	%	2.0	2.0	2.0	2.0	0
Université Laval						
Minimum						
Medical/dental[9]		91,533	78,958	66,706	52,029	0
Non medical/dental		87,174	75,198	63,530	49,551	0
Maximum						
Medical/dental[9]		130,247	114,598	101,515	79,498	0
Non medical/dental		112,281	98,792	87,512	66,104	0
Annual increment[2]						
Medical/dental	%	6.0	4.5	3.0	3.0	0
Non medical/dental	%	6.0	4.5	3.0	3.0	0
Université de Sherbrooke						
Minimum						
Medical/dental		84,744	72,423	58,600	52,289	0
Non medical/dental[4]		81,192	68,232	55,358	48,240	0
Maximum						
Medical/dental		109,988	101,573	79,936	63,108	0
Non medical/dental[4]		126,324	111,812	92,498	63,684	0
Annual increment						
Medical/dental[2]	%	2.0	2.0	2.0	2.0	0
Non medical/dental [2,4]						
Minimum	%	3.5	3.5	3.5	3.5	0
Maximum	%	4.5	4.5	4.5	4.5	0
Concordia University						
Minimum[4]		88,739	73,357	49,712	48,037	0
Maximum[4]		129,191	107,541	105,122	70,368	0
Annual increment[2,4]						
Minimum	%	2.8	3.0	2.0	2.0	0
Maximum	%	3.0	3.3	3.8	3.8	0
Brock University						
Minimum		95,768	75,086	62,622	48,371	0
Maximum		...	...	...	...	0
Annual increment[5]	%	7.0	7.0	7.0	7.0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Concordia Lutheran Theological Seminary						
Minimum		55,472	45,338	42,320	0	0
Maximum		72,746	65,312	59,909	0	0
Annual increment		0	0	0	0	0
University of Guelph						
Minimum		81,600	74,400	70,000	...	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
Lakehead University						
Minimum		83,190	66,190	52,785	44,710	0
Maximum		131,845	118,390	82,535	65,685	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Laurentian University of Sudbury						
Minimum		91,229	74,047	61,473	50,754	0
Maximum		...	...	...	...	0
Annual increment		2,600	2,500	2,400	2,300	0
Collège universitaire de Hearst						
Minimum		58,005	54,143	49,316	48,349	0
Maximum		88,165	82,301	74,965	67,689	0
Annual increment		2,320	2,166	1,973	1,934	0
Huntington University						
Minimum		76,535	61,454	50,147	41,184	0
Maximum		117,945	95,895	74,974	58,061	0
Annual increment		0	0	0	0	0
University of Sudbury						
Minimum		90,082	72,577	60,030	48,393	0
Maximum		130,024	108,062	81,483	63,486	0
Annual increment		2,500	2,400	2,300	2,200	0
Thorneloe University						
Minimum		91,229	74,047	61,473	50,754	0
Maximum		...	...	...	...	0
Annual increment		2,600	2,500	2,400	2,300	0
McMaster University						
Minimum		90,035	71,118	55,015	44,409	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
University of Ottawa						
Minimum		81,696	68,044	61,597	48,681	0
Maximum		142,627	118,161	85,194	64,391	0
Annual increment	%	3.6	3.6	3.6	3.6	0
Université Saint-Paul						
Minimum		63,022	53,597	46,021	38,377	0
Maximum		92,501	78,716	62,817	52,377	0
Annual increment		1,500	1,500	1,500	1,500	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Queen's University						
Minimum		83,223	65,916	56,885	0	0
Maximum		...	...	...	0	0
Annual increment	%	3.1	3.1	3.1	0	0
Additional increment[8]		2,590	2,590	2,590	0	0
University of Toronto						
Minimum		80,800	60,300	49,100	66,400	0
Maximum		...	...	83,600	...	0
Annual increment		0	0	0	0	0
University of St. Michael's College						
Minimum		80,800	60,300	49,100	0	0
Maximum		...	...	...	0	0
Annual increment		0	0	0	0	0
University of Trinity College[1]						
Minimum		80,800	60,300	49,100	66,400	0
Maximum		...	...	83,600	...	0
Annual increment		0	0	0	0	0
Victoria University						
Minimum		80,800	60,300	49,100	66,400	0
Maximum		...	...	83,600	...	0
Annual increment		0	0	0	0	0
Knox College						
Minimum		92,911	86,274	77,690	0	0
Maximum		...	...	...	0	0
Annual increment		0	0	0	0	0
Trent University						
Minimum		102,168	84,061	70,481	61,428	0
Maximum		144,695	123,430	99,905	86,325	0
Annual increment		2,361	2,330	2,263	2,263	0
University of Waterloo						
Minimum		102,316	80,312	63,810	49,508	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
St. Jerome's University						
Minimum		102,316	80,312	63,811	49,508	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
Conrad Grebel University College						
Minimum						
Minimum		102,316	80,312	63,810	49,508	0
Maximum		...	...	...	63,810	0
Maximum						
Minimum		159,524	159,524	159,524	111,007	0
Maximum		...	...	...	131,800	0
Annual increment		3,121	3,121	3,121	3,121	0
Huron University College						
Minimum		...	74,099	59,319	0	0
Maximum		120,550	101,547	74,099	0	0
Annual increment		0	0	0	0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
		dollars				
University of Windsor						
Minimum		89,807	70,561	56,305	46,329	0
Maximum		...	119,954	95,718	78,760	0
Annual increment	%	4.5	4.5	4.5	4.5	0
Additional increment		2,200	2,200	2,200	2,200	0
York University						
Minimum		82,000	65,000	55,000	48,000	0
Maximum		...	...	...	...	0
Annual increment	%	3.5	3.5	3.5	3.5	0
Wilfrid Laurier University						
Minimum		93,197	76,057	58,917	50,990	0
Maximum		...	...	...	...	0
Annual increment	%	3.5	3.5	3.5	3.5	0
Collège dominicain de philosophie et théologie						
Minimum		62,394	56,093	49,667	40,715	0
Maximum		...	...	...	...	0
Annual increment	%	2.0	2.0	2.0	2.0	0
Ryerson University[7]						
Minimum		87,205	76,570	60,618	0	0
Maximum		...	...	106,347	0	0
Annual increment	%	3.3	3.3	3.3	0	0
Additional increment						
Minimum		2,000	1,700	1,700	0	0
Maximum		...	2,400	2,400	0	0
Redeemer University College						
Minimum		...	...	46,014	43,145	0
Maximum		71,835	71,835	66,097	...	0
Annual increment		1,434	1,434	1,434	1,434	0
Nipissing University						
Minimum		95,130	78,428	60,699	46,761	0
Maximum		131,594	108,388	86,466	65,018	0
Annual increment		2,997	2,445	2,297	1,973	0
University of Ontario Institute of Technology						
Minimum		...	...	...	...	0
Maximum		...	...	...	...	0
Annual increment	%	5.0	5.0	5.0	5.0	0
Ontario College of Art and Design						
Minimum		90,293	74,849	59,404	47,524	0
Maximum		114,054	98,611	83,165	71,285	0
Annual increment	%	2.0	2.0	2.0	2.0	0
Brandon University						
Minimum		88,552	70,905	54,133	45,353	0
Maximum		122,344	101,052	77,728	57,287	0
Annual increment		2,816	2,319	1,815	1,326	0
University of Manitoba						
Minimum		87,657	67,835	58,025	48,337	0
Maximum		130,151	100,707	83,505	68,142	0
Annual increment						
Minimum		2,130	1,766	1,484	1,266	0
Maximum		3,238	2,504	1,941	1,509	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Collège universitaire de Saint-Boniface						
Minimum		83,759	64,672	56,763	44,968	0
Maximum		122,795	101,295	77,250	60,884	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Canadian Mennonite University						
Minimum						
Minimum		68,003	58,289	48,573	38,859	38,859
Maximum		...	...	...	...	48,573
Maximum						
Minimum		...	...	...	...	48,573
Maximum		82,751	76,467	63,898	48,573	63,898
Annual increment						
Minimum	%	...	...	...	...	12.0
Maximum	%	16.0	14.0	12.0	20.0	20.0
University of Saskatchewan						
Minimum		97,640	83,066	68,492	53,667	42,867
Maximum		...	...	...	...	0
Annual increment		2,429	2,429	2,429	2,429	1,800
College of Emmanuel and Saint Chad						
Minimum		71,135	65,278	59,420	0	0
Maximum		...	...	...	0	0
Annual increment		1,395	...	1,165	0	0
Lutheran Theological Seminary						
Minimum		67,652	63,822	60,199	...	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
Saint Thomas More College[1]						
Minimum		81,045	64,961	52,494	41,807	32,867
Maximum		105,334	91,549	78,018	61,226	52,286
Annual increment		2,429	2,127	2,127	1,387	1,387
University of Regina						
Minimum		86,820	68,494	56,196	44,570	0
Maximum		113,500	100,825	83,940	63,674	0
Annual increment		2,668	2,487	2,312	1,592	0
Campion College						
Minimum		86,820	68,494	56,196	44,570	0
Maximum		113,500	93,364	77,004	58,898	0
Annual increment		2,668	2,487	2,312	1,592	0
Luther College						
Minimum		86,820	68,494	56,196	44,570	0
Maximum		113,500	93,364	77,004	58,898	0
Annual increment		2,668	2,487	2,312	1,592	0
University of Alberta						
Minimum		89,137	71,632	57,618	0	0
Maximum		...	102,448	81,642	0	0
Annual increment						
Minimum		2,002	...	...	0	0
Maximum		3,022	2,568	2,002	0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
University of Calgary						
Minimum		85,000	70,000	60,000	52,000	0
Maximum		...	121,000	92,000	92,000	0
Annual increment						
Minimum		2,000	1,200	...	...	0
Maximum		2,700	2,400	1,900	1,900	0
Canadian University College						
Minimum		57,028	54,548	47,316	41,148	0
Maximum		58,060	55,568	52,464	46,284	0
Annual increment	%	7.0	5.0	2.5	2.0	0
University of Lethbridge						
Minimum		80,000	65,000	55,000	36,000	0
Maximum		...	...	...	...	0
Annual increment[8]		...	...	...	...	0
Athabasca University						
Minimum		97,593	78,246	59,365	46,301	0
Maximum		125,126	100,326	80,438	64,497	0
Annual increment	%	2.8	2.8	2.8	2.8	0
King's University College						
Minimum		65,809	56,780	47,751	41,709	0
Maximum		75,967	71,451	56,779	42,836	0
Annual increment		1,128	1,128	1,128	1,128	0
Concordia University College of Alberta						
Minimum		72,389	62,553	51,508	0	48,419
Maximum		102,616	97,616	92,616	0	89,256
Annual increment	%	3.1	3.1	3.1	0	3.1
Alliance University College						
Minimum		66,745	60,448	52,053	0	0
Maximum		85,635	73,042	64,688	0	0
Annual increment		1,260	1,260	1,260	0	0
Simon Fraser University						
Minimum						
Minimum		87,931	70,677	58,353	53,423	53,423
Maximum		...	...	...	65,747	...
Maximum						
Minimum		...	...	...	69,973	...
Maximum		124,199	95,678	83,353	85,114	58,353
Annual increment		0	0	0	0	0
Trinity Western University						
Minimum		61,984	53,899	47,680	41,461	0
Maximum		73,017	64,248	57,788	46,270	0
Annual increment	%	2.0	1.2	1.3	1.2	0
University of Northern British Columbia						
Minimum		83,739	68,833	56,329	47,993	0
Maximum		...	92,164	73,550	60,214	0
Annual increment		1,111	1,111	1,111	1,111	0
Additional increment		2,248	1,872	1,557	1,346	0

Table 2 (concluded)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Royal Roads University						
Minimum						
Minimum		84,872	72,100	49,440	0	41,200
Maximum		...	...	...	0	46,350
Maximum						
Minimum		...	...	...	0	56,650
Maximum		113,728	97,850	77,250	0	61,800
Annual increment	%	3.0	3.0	3.0	0	3.0

... None/not applicable

0 true zero or a value rounded to zero

1. Scales are not final.
2. Annual increment also includes an increase due to progression through the salary range which averages about 1.5% and which is not reported here.
3. Comprises 2 components: a cost of living allowance and a pooled calculation.
4. These minimum and maximum salary scales are extracted from more than one salary scale.
5. Includes "progress through the rank", scale and market adjustment and catch-up.
6. This represents the mode merit point value.
7. In addition to the increments listed, there is a sector adjustment of $950.
8. Subject to negotiations and a pooled calculation.

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Analysis is also published in *Focus on Culture* (87-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X).

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Analysis is also published in *Education Matters* (81-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M).

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Research papers

81-595-M no. 001	Understanding the rural-urban reading gap
81-595-M no. 002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-M No. 003	Finding their way: a profile of young Canadian graduates
81-595-M No. 004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-M No. 005	Linking provincial student assessments with national and international assessments
81-595-M No. 006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-M No. 007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-M No. 008	The labour market impacts of adult education and training in Canada
81-595-M No. 009	Issues in the design of Canada's Adult Education and Training Survey
81-595-M No. 010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-M No. 011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-M No. 012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-M No. 013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-M No. 014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-M No. 015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-M No. 016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-M No. 017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004
81-595-M No. 018	Education and Labour Market Pathways of Young Canadians Between age 20 and 22: an Overview
81-595-M No. 019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-M No. 020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-M No. 021	Canadian Framework for Culture Statistics
81-595-M No. 022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
81-595-M No. 023	Economic Contribution of Culture in Canada
81-595-M No. 024	Economic Contributions of the Culture Sector in Ontario
81-595-M No. 025	Economic Contribution of the Culture Sector in Canada – A

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	Provincial Perspective
81-595-M No. 026	Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
81-595-M No. 027	Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
81-595-M No. 028	Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
81-595-M No. 029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
81-595-M No. 030	Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
81-595-M No. 031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
81-595-M No. 032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-M No. 033	The Education Services Industry in Canada
81-595-M No. 034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
81-595-M No. 035	Registered Apprentices: A Class Ten Years Later
81-595-M No. 036	Participation in Postsecondary Education: Evidence from the Survey of Labour Income Dynamics
81-595-M No. 037	Economic Contribution of the Culture sector to Canada's Provinces
81-595-M No. 038	Profile of Selected Culture Industries in Ontario
81-595-M No. 039	Factors Affecting the Repayment of Student Loans
81-595-M No. 040	Culture Goods Trade Data User Guide
81-595-M No. 041	Health Human Resources and Education: Outlining Information Needs
81-595-M No. 042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-M No. 043	Educational Outcomes at Age 19 Associated with Reading Ability at Age 15
81-595-M No. 044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-M No. 045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-M No. 046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-M No. 047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-M No. 048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian

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	Universities, 2004/2005: Final Report
81-595-M No. 049	Educating Health Workers: A Statistical Portrait
81-595-M No. 050	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-M No. 051	Culture Employment in a North American Context
81-595-M No. 052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report
81-595-M No. 053	Towards a Geography of Culture: Culture Occupations Across the Canadian Urban-Rural Divide
81-595-M No. 054	Education-to-Labour Market Pathways of Canadian Youth: Findings from the Youth in Transition Survey
81-595-M No. 055	High School Dropouts Returning to School
81-595-M No. 056	Trade in Culture Services A Handbook of Concepts and Methods
81-595-M No. 057	Educational Outcomes at Age 19 by Gender and Parental Income: A First Look at Provincial differences
81-595-M No. 058	Postsecondary Enrolment Trends to 2031: Three Scenarios
81-595-M No. 059	Participation in Postsecondary Education: Graduates, Continuers and Drop Outs, Results from YITS Cycle 4
81-595-M No. 060	Sport Participation in Canada, 2005
81-595-M No. 061	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Final Report
81-595-M No. 062	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report
81-595-M No. 063	Registered Apprentices: The Cohort of 1993, a Decade Later, Comparisons with the 1992 Cohort
81-595-M No. 064	Creative Input: The Role of Culture Occupations in the Economy During the 1990s
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